

New

**OFFICE OF THE SUPERINTENDENT
HAMILTON TOWNSHIP SCHOOLS**

AGREEMENT

Between The

**HAMILTON TOWNSHIP LEARNING CONSULTANTS/
SCHOOL PSYCHOLOGISTS' ASSOCIATION**

and the

HAMILTON TOWNSHIP BOARD OF EDUCATION

July 1, 1991 to June 30, 1993

T A B L E O F C O N T E N T S

Article		Page No.
I.	PHILOSOPHY.....	1
II.	RECOGNITION OF LEARNING DISABILITY AND SCHOOL PSYCHOLOGISTS POSITIONS.....	2
III.	GRIEVANCE PROCEDURE.....	3
IV.	BENEFITS.....	7
V.	TRAINING LEVELS RECOGNIZED.....	15
VI.	WORK YEAR.....	16
VII.	SALARY SCHEDULES.....	17
VIII.	DURATION OF AGREEMENT.....	18

PHILOSOPHY**1:1 Professional Recognition**

- 1:1.1 The Hamilton Township Board of Education recognizes that the Learning Disability Teacher-Consultants and School Psychologists are professions which require unique educational qualifications, and that the success of the educational program depends upon maximum utilization of these talents.
- 1:1.2 The term "employee" in this contract shall refer to all Learning Consultants and School Psychologists.

1:2 Support of Board of Education

- 1:2.1 The Learning Disability Teacher-Consultants and School Psychologists will work professionally and harmoniously with the administrators, teachers, staff, and district parents to further the cause of good education in the district while upholding Board policies especially as they pertain to students with special needs. When requested, the Learning Disability Teacher-Consultants and School Psychologists will lend their professional knowledge to the administration in assisting in the development of programs and Board policies and, furthermore, to give support to the final Board policies when adopted. The Association is to be formally notified by the Board of Education or its agents of any new policies adopted by the Board which might change the terms and conditions of employment or job responsibilities of employees.

1:3 Meetings

- 1:3.1 The Superintendent and/or representatives at the central staff level agree to meet with representatives of the Association (normally two times per year) to amicably review and discuss current school problems which affect the professional functions of the Learning Disability Teacher-Consultants and School Psychologists.
- 1:3.2 These meetings will serve as a vehicle by which a common understanding can be facilitated. An attempt shall first be made to resolve all concerns through normal administrative channels.

1:4 Facilities and Supplies

- 1:4.1 The Board of Education recognizes that Learning Disability Teacher-Consultants and School Psychologists are professions which require specialized facilities to optimally and efficiently perform their functions. In light of this, the Board shall give serious consideration to the Association's requests for improvement in both working areas and the furnishing of equipment and supplies.

ARTICLE II**RECOGNITION****RECOGNITION OF LEARNING DISABILITY TEACHER-CONSULTANT AND SCHOOL PSYCHOLOGISTS POSITIONS**

- 2:1 In accordance with Chapter 123, Public Laws of New Jersey, 1974, the Hamilton Township Learning Consultants/School Psychologists' Association is recognized as an affiliate of the New Jersey Education Association for the purpose of collective negotiations and as the exclusive agent for contract enforcement.
- 2:2 The Hamilton Township Board of Education will meet with the representatives of the Hamilton Township Learning Consultants/Psychologists' Association to discuss salaries and fringe benefits for the Learning Disability Teacher-Consultants and School Psychologists.
- 2:3 Upon completion of discussions, the final Agreement will be reduced to writing and ratified by the membership of the parties. Signatures affirm that the Agreement has been ratified by the parties. The Board will adopt same as Board policy.
- 2:4 This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly agreed to and executed by both parties.
- 2:5 The Association shall have the right to use the Child Study Services Department mailboxes and bulletin board. A courtesy copy shall be placed in the Superintendent's and the Coordinator of Child Study Services mailboxes. The responsibility for the contents of communications rests wholly with the author. In the posting of the Association materials, and the use of mailboxes, all such materials shall be presumed to be authorized by the President of the Association. The Association agrees to hold the Board harmless in the event of claims arising out of the posting and distribution of Association material.
- 2:6 In recognizing the Association as the exclusive representative of the Learning Disability Teacher-Consultants and School Psychologists, the Board grants the Association the right to use school facilities and equipment after school hours with prior approval of the building principal or supervisor as appropriate. The Association shall supply all materials and supplies and pay for the reasonable cost of any repairs necessitated as a result thereof.
- 2:7 The Board will grant access to and copies of public information to the Association at the regular rates established by law providing a reasonable amount of time is given to produce the information.

ARTICLE III**GRIEVANCE PROCEDURE****3:1 DEFINITION**

3:1.1 A "grievance" is a claim by an employed Learning Disability Teacher-Consultant/School Psychologist that he/she has suffered a loss or injury as a result of misinterpretation, misapplication, or violation of this Agreement, Board Policies, or administrative decisions.

As used in this Article, the term "employee" shall mean (a) an individual employee, (b) a group of employees having the same grievance, or (c) the Association.

3:1.2 An aggrieved person is the person or persons making the claim.

3:2 PROCEDURE

3:2.1 A grievance to be considered under this procedure must be initiated by the aggrieved employee or the Association within twenty-five (25) working days from the time the action is taken or when the act is known or should have been known to have occurred.

3:2.2 Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step.

3:2.3 Failure at any step of the procedure to appeal a grievance in writing to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

3:2.4 Any employee who decides either alone or with the assistance of the Association that he/she has a grievance, shall discuss it with his/her immediate supervisor in an attempt to resolve the matter informally at that level. The immediate supervisor shall have seven (7) work days from the date of the discussion within which to render a verbal decision. If the matter is not resolved to the satisfaction of the aggrieved, he/she shall have seven (7) work days from the date of the verbal decision within which to set forth his/her grievance in writing to his/her immediate supervisor, specifying:

- a. the nature of the grievance and date occurred;
- b. the specific provisions of the Agreement, Board Policies, or administrative decisions being grieved;
- c. the results of the previous discussions;
- d. his/her dissatisfaction with decisions previously rendered; and
- e. relief sought.

3:2.5 The immediate supervisor shall communicate his/her decision to the aggrieved and his/her representative, in writing, within seven (7) work days of receipt of the written grievance.

3:2.6 The aggrieved, no later than seven (7) work days after receipt of the immediate supervisor's decision, may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the immediate supervisor as specified above, and the grievant's dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible. He/she or his/her designee shall hold a hearing concerning the grievance within twenty-five (25) work days of receipt of the appeal. He/she or his/her designee shall render a written decision within fifteen (15) work days of the conclusion of the hearing.

3:2.7 If the aggrieved and/or the Association is dissatisfied with the decision of the Superintendent and only if the grievance pertains to a violation of this agreement between the Board and the Association, and review by the Board of Education is desired, the grievant shall file a request for the Board of Education to hear the particular issue. This request must be made no later than fifteen (15) work days after receipt of the Superintendent's decision. A copy of this request must simultaneously be submitted by certified mail or receipted hand delivery to the Superintendent.

3:2.8 The Board of Education must schedule a meeting for the grievant and/or the Association to make a presentation and shall communicate their decision on the grievance to the aggrieved, in writing, within sixty (60) work days of receipt of the written grievance.

3:2.9 Additionally, a grievance may not be submitted to the Board of Education which pertains to:

- a. any matter for which a method of review is provided for by law or any regulation of the State Board of Education, or the Commissioner of Education, or any matter which according to law is beyond the scope of the Board's authority or limited by law to Board authority alone;
- b. a grievance of a nontenured employee which arises by reason of his/her not being reemployed, or appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required; and
- c. a grievance that impinges upon the Board of Education's right to appoint, promote, assign, and involuntarily transfer any employee.

3:2.10 In the event the aggrieved party is dissatisfied with the determination of the Board, the grievant and/or the Association shall have the right to request advisory arbitration pursuant to the rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 123, Public Laws of 1974. The findings of the arbitrator shall not be binding on the parties. Advisory arbitration shall be available only to the extent the subject matter thereof could, as a matter of public sector labor law, be brought to binding arbitration.

A request for advisory arbitration shall be made no later than fifteen (15) work days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved party and the Board shall mutually agree, in writing, upon a longer time period within which to assert such a demand.

3:2.11 An employee, in order to process his/her grievance to arbitration, must have his/her request for such action accompanied by the written recommendation for such action by the Association, which shall represent or approve the representative of said grievant at the arbitration level.

3:2.12 The arbitrator so selected shall confer with the representatives of the Board and the Association, shall hold hearings promptly, and shall issue his/her decision not later than thirty (30) work days from the date of the close of hearings.

3:2.13 The arbitrator shall limit him/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to nor subtract anything from the agreement between the parties.

- 3:2.14 In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.
- 3:2.15 If a court stenographer is requested by either party, the cost will be borne by the party requesting the stenographer. However, should the party not requesting the stenographer later request transcripts pertaining to the proceeding, they will then bear the proportionate share of the original cost. Parties requesting transcripts of the proceeding shall bear the cost of said transcripts.

3:3 GENERAL REGULATIONS

- 3:3.1 All appeals taken past the immediate supervisor of the aggrieved party must be stated in writing.
- 3:3.2 All time limits stated within this procedure must be strictly adhered to unless an extension is mutually agreed upon in writing by both parties.
- 3:3.3 Employees who participate in any matter processed through the grievance procedure or who refuse to participate in such process are assured that neither party to this Agreement shall engage in any reprisals because of their participation or refusal to participate.
- 3:3.4 The aggrieved party and his/her representatives shall have the right to be present at all hearings conducted at every step of the grievance procedure.
- 3:3.5 The right of a staff member to attempt to resolve a grievance directly through normal administrative procedure is not to be abridged in any way.
- 3:3.6 There will be no suspension of a grievance procedure when schools are not in session except by mutual consent of the parties.
- 3:3.7 The aggrieved shall have the right to present his/her own appeal or designate representatives of the Association to appeal with him/her or for him/her at any step in his/her appeal through the level of Superintendent. If the aggrieved does not designate a representative, the Association shall be notified that a grievance is in process and shall have the right to be represented at all hearings pertaining to the grievance.

ARTICLE IV
BENEFITS

The Learning Disability Teacher-Consultants and School Psychologists shall be entitled to all rights, privileges, and benefits as listed herewith:

4:1 MEDICAL BENEFITS

- 4:1.1 The Board of Education agrees that for the 1991-1993 school years it will provide health-care coverage through the New Jersey Public and School Employees Health Benefits Program which shall include traditional (a) Blue Cross; (b) Blue Shield; (c) Rider J; and (d) Major Medical, or HMO. The employee may choose either the individual, parent and child, husband and wife, or family plan.
- 4:1.2 The parties shall set up a joint committee to seriously discuss and review alternative insurance plans prior to the commencement of negotiations for a successor agreement.
- 4:1.3 The Board shall provide for a continuation of health-care insurance after retirement on the terms detailed in the master policy and contract agreed upon by the Board and the Association. The retirees shall be responsible for all premium costs involved not otherwise covered by the state law.
- 4:1.4 The Board shall give written notification at the time of hiring all employees new to the district that the interim period rests with the employee.
- 4:1.5 All new employees and other employees requesting same shall be given a description of health-care insurance coverage provided under this Article contingent upon the availability of such documents from the carrier.
- 4:1.6 The Board agrees to provide at no cost to the employee, chest x-rays required of the employee to maintain his/her employment, provided said employee avails himself/herself of the program provided by the Board.

4:2 PRESCRIPTION PLAN

- 4:2.1 The Board of Education shall provide full coverage for a Prescription plan with a \$3.00 co-pay provision for name brand drugs and no co-pay for generic drugs, for unmarried children up to age twenty-five (25), and no contraceptives, in accordance with the provisions of the policy. The LDTC/School Psychologist may choose either the individual, parent and child, or family plan.

4:3 DENTAL PLAN

- 4:3.1 The Board of Education shall pay a dental premium of \$28.21 per month per employee for twelve (12) months. This composite rate will cover employees and eligible dependents under the existing plan without any deductions from employees' salary during the term of the Agreement.

4:4 LONGEVITY

- 4:4.1 Effective for the 1991-93 school years all LDTC/School Psychologists who have completed the listed number of working years* in Hamilton Township shall receive the additional cumulative amounts per year as listed below:

1991-93

15 years -	\$363
20 years -	\$363
25 years -	\$363
30 years -	\$363
35 years -	\$363
40 years -	\$363

*(by June 30 of the preceding year)

4:5 TEMPORARY LEAVES OF ABSENCE

4:5.1 PERSONAL LEAVE:

- 4:5.1.1 LDTC/School Psychologists shall be entitled to three (3) personal leave days with full pay each school year.
- 4:5.1.2 All persons appointed for a shorter term shall only be entitled to one (1) personal leave day for each three (3) month period of their appointment.
- 4:5.1.3 Two personal days not utilized during any school year shall accumulate to the employee's unused sick leave.

4:5.2 DEATH IN IMMEDIATE FAMILY:

- 4:5.2.1 Including immediate in-laws. (Immediate family shall be interpreted to mean father, mother, husband, wife, brother, sister, child, and those related by blood or marriage permanently residing within the household of the employee.) Payroll provisions, five (5) consecutive week days per occurrence, full pay in any school year.

4:5.3 **FAMILY ILLNESS DAY**

Employees shall be entitled to one (1) family day per year for the purpose of attending to an ill member of one's family. This day shall be over and above other temporary leaves of absence granted under this agreement but shall not be cumulative if not used.

4:5.4 **ABSENCES NOT COVERED BY REGULATIONS:**

4:5.4.1 Payroll provisions, no allowance - full pay deduction - prior (one {1} week) approval of the Superintendent of Schools required for all contractual employees.

4:5.5 **NOTE:** Any emergency or other urgent reason beyond the provisions of the above temporary leaves of absence would necessitate the approval of the Superintendent of Schools and the Board of Education before additional days could be granted. (A court summons, necessitating a staff member to be in court through no fault of his/her own, would be an example of an extra day beyond the three (3) which may be approved for full pay or full pay less the cost of a substitute.)

4:6 **SICK LEAVE**

4:6.1 All LDTC/School Psychologists employed effective on the Monday preceding Labor Day for the full year shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. However, all persons appointed for a shorter term shall only be entitled to one (1) sick day for each month of their appointment. Unused sick leave days shall be accumulated from year to year with no maximum limit.

4:6.2 Additional paid sick leave less full substitute pay may be granted at the Board's discretion.

4:6.3 Any person retiring between July 1, 1991 and June 30, 1993 with 20 or more years of service in the Hamilton Township School District upon retirement in accordance with the TPAF or PERS regulations shall receive \$100 per day with \$8,500 maximum for one (1) of every two (2) days. Requests for payment from retiring staff must be made on the proper form by November 1 of their last year of employment in order to insure entitlement.

- 4:6.4 When a member of the unit has substituted for an absent member of the unit for 14 consecutive work days, the substitute shall be paid for all future work, on an hourly basis, at a salary rate determined by using step one of the appropriate guide, beginning on the 15th consecutive day. The work must be performed outside the substitute's regular work day and must be done solely at the direction of the administrator in charge of the department.

4:7 HOLIDAYS

- 4:7.1 Every LDTC/School Psychologist will be granted all regularly scheduled employee holidays pursuant to a schedule established by the Board of Education, not less than seventeen (17) days per year.

4:8 VACATION

- 4:8.1 Seven (7) vacation days to be taken any time during the contract year with the appropriate approval of the Coordinator of Special Services and the Superintendent of Schools or designee.
- 4:8.2 Upon application to and written approval by the Superintendent a limited number of unused vacation days may be carried over to the subsequent school year. It is acknowledged by both the Board and the Association that exceptional circumstances may arise which may require that an employee forego his or her scheduled vacation and carry it over to the subsequent school year. It is further acknowledged that the needs of the district must be considered whenever such a request is made to the Superintendent.

4:9 CAR ALLOWANCE

- 4:9.1 All Learning Disability Teacher-Consultants/School Psychologists will be reimbursed at the current IRS rate per mile for all approved transportation which will be submitted on a voucher for payment.

4:10 SUMMER STIPEND

- 4:10.1 All Learning Disability Teacher-Consultants/School Psychologists shall be paid 6.25% of their respective salary, as a stipend amount, (no fringe benefits) for twenty working days (120 hours) of service as appointed by the Board of Education. This amount will be prorated for shorter summer appointments.
- 4:10.2 Regularly employed LDTC/School Psychologists shall be given first consideration for summer employment. Should the in-house staff refuse the summer positions, the Board reserves the right to employ other properly certificated personnel.

4:11 SABBATICAL LEAVES

- 4:11.1 A sabbatical leave of absence to be spent in study for the full year at one-half (1/2) pay or for one-half year at full pay plus benefits may be granted to a Learning Disability Teacher-Consultant or a School Psychologist upon recommendation of the Superintendent and approval of the Board.
- 4:11.2 Requests shall be considered from Learning Disability Teacher-Consultants and School Psychologists who have completed seven (7) years' continuous service in the Hamilton Township Schools and have tenure in the position currently held.
- 4:11.3 Request shall be made to the Superintendent on the proper form and shall delineate the plan of study.
- 4:11.4 Learning Disability Teacher-Consultants and School Psychologists granted a sabbatical leave of absence shall receive experience credit on the salary guide.
- 4:11.5 Sabbatical leaves of absence are subject to the following provisions:
- a. Any Learning Disability Teacher-Consultant or School Psychologist granted a sabbatical leave of absence must agree in writing to continue working in the system for at least two (2) school years following the sabbatical leave. Upon being granted a sabbatical leave a Learning Disability Teacher-Consultant or School Psychologist will sign a promissory note in the principal amount of one-half (1/2) his/her regular salary. The promissory note shall be voided upon the fulfillment of the terms of this paragraph.
 - b. Request for sabbatical leave must be made before January 1 of the year in which the leave is to take place.
 - c. Sabbatical leaves of absence shall begin the Monday preceding Labor Day and terminate June 30.
 - d. The total number of Learning Disability Teacher-Consultants or School Psychologists granted a sabbatical leave during one (1) academic year shall be one (1).
 - e. A final report shall be made to include a summary of the experiences and conclusions relevant to possible improvement of the Hamilton Township School District.
- 4:11.6 The Administration shall notify applicants by April 1 of either approval or disapproval of requests for leave.

4:12 DEDUCTION FROM SALARY

- 4:12.1 An employee may elect to have five percent (5%), ten percent (10%), fifteen percent (15%) or twenty percent (20%) of their salary deducted from their check for deposit in the Mercer County Teachers Credit Union. Said percentage of deduction shall remain in effect for the entire fiscal year.
- 4:12.2 The Association shall indemnify and save harmless the Hamilton Township Board of Education for any losses which may arise from the deductions and deposits as per 4:12.1 above which do not arise from the Board's own negligence.
- 4:12.3 Employees may individually elect to have an amount of their salary deducted from their pay to be deposited into one of the mutually agreed upon tax-sheltered annuity plans.
- 4:12.4 The Board agrees to deduct from the salaries of employees dues for the unified Association membership. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 52:14-15.9c) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the Treasurer of the Association by the fifteenth (15th) of each month following the monthly pay period in which deductions shall be indicated on a printed form bearing the signature of the employee. The Association shall certify to the Board, in writing, the current rate of its membership dues.
- 4:12.5 The Association shall receive representation fees from non-members who are covered by the Agreement in an amount certified by the Association in accordance with state law. The Association shall provide evidence to the Board of Education that it has established a demand and return system.

4:13 MATERNITY LEAVE

- 4:13.1 Requests from tenured LDTC/School Psychologists for leave of absence without pay, on account of child rearing, preparation for child birth or adoption shall be acted upon individually by the Board on the recommendation of the Superintendent or his/her designee.
- 4:13.2 Such approved leaves of absences shall run from their commencement date until the end of that school year. These leaves of absence may be extended for the subsequent full school year by applying to the Superintendent of Schools by April 1 of the initial leave year or within thirty (30) days after the date of birth of adoption, whichever is later. No further extensions shall be granted.

- 4:13.3 Any pregnant LDTC/School Psychologist may apply to the Board of Education for a disability leave of absence. The disability leave dates shall be supported by a physician's certificate which shall allow for the use of accumulated sick days during the period of twenty (20) work days before and twenty (20) work days after the date of birth.
- 4:13.4 A pregnant LDTC/School Psychologist may request disability leave for more or less than twenty (20) work days before and after the anticipated date of birth upon presentation of and approval by the district's Chief Medical Officer of the attending physician's certificate supporting said specific further disability and related complications.
- 4:13.5 The term of the approved disability leave extension for an unanticipated disability related to the childbirth will depend upon the attending physician's certificate specifying said further disability and the approval of same by the district's Chief Medical Officer.
- 4:13.6 A pregnant LDTC/School Psychologist may be relieved from duty because her work performance has noticeably declined due to health reasons and she cannot obtain a physician's certificate stating that she is medically able to continue working, or for other reasons applicable to all LDTC/Psychologists under Title 18A. NO pregnant LDTC/Psychologist may be relieved from their duties solely on the fact that she is pregnant or that her pregnancy has reached a specific number of months.
- 4:13.7 The Board of Education retains the right to confirm the conclusion of any physician's certificate provided under this ARTICLE by having the LDTC/School Psychologist examined by its own physician at the Board's expense. If the two physicians disagree, they shall choose a third physician who shall examine the LDTC/School Psychologist at joint expense and whose decision shall be final and binding upon the parties.
- 4:13.8 A non-tenured LDTC/School Psychologist shall only be entitled to a leave up to the expiration of his/her contract.

4:14 DISABILITY INSURANCE

- 4:14.1 The Board of Education shall pay the premium for the Washington National Disability Insurance Plan B.
- 4:14.2 The employee may select additional plans at no expense to the Board of Education with authorized payroll deductions to cover the increased premium.

4:15 STIPEND FOR WORK BEYOND CONTRACTUAL OBLIGATIONS

- 4:15.1 Any work authorized beyond contractual obligations and performed by the LDTC/School Psychologists is to be reimbursed on an hourly basis prorated in accordance with the individual's salary scale for that contract year.

ARTICLE V
TRAINING LEVELS RECOGNIZED

5:1 It is agreed that the level of training will be a factor in the determination of annual salaries. The figures agreed to are:

1991-93

MA + 15	\$ 856.00
MA + 30	1712.00
MA + 45	2568.00
MA + 60	3424.00
Doctorate	4280.00

5:2 Credit for achieving a higher level of training will be recognized and approved by the Board of Education during the month of July for graduate credits earned prior to June 30 (effective retroactive to July 1), during the month of September, prorated and effective retroactive to September 1 for graduate credits earned prior to September 1 and during the month of January prorated and effective February 1 for graduate credits earned prior to February 1.

5:3 Credit for achieving the next higher level of training will be recognized and approved by the Board of Education upon recommendation by the Superintendent of Schools.

ARTICLE VI

WORK YEAR

- 6:1 The regular work day for the LDTC/School Psychologist will be eight (8) hours which includes a one (1) hour lunch break. The daily work hours are to be set by the administration and any exceptions to this scheduled work day will require the prior approval of the Coordinator of Child Study Services or his/her designee.
- 6:2 The work year for LDTC/School Psychologist shall begin on the Monday preceding Labor Day and extending through June 30.
- 6:3 The Superintendent will consult with representatives of the Association before recommending the school calendar for the next school year. Final determination of the school calendar will rest with the Board.
- 6:4 It is understood that Learning Disability Teacher Consultants/School Psychologist shall not be required to work whenever schools are closed for inclement weather. Employees shall make an attempt to arrive at their worksite as close to their regular starting time as possible when there is a delayed opening. It is understood that employees who arrive later than the normal starting time but prior to the delayed opening time shall not be penalized in any way and will not be required to make up lost time.

ARTICLE VII

SALARY SCHEDULES

The salary schedules for employees covered under this agreement are included under Schedule A.

Employees not at maximum shall advance one (1) step from 1990-91 to 1991-92.

All employees shall remain on the same step for 1992-93 as they were on for 1991-92.

Salary Schedule	1991-93 Exp.	LDTC Step	Guide
		1	42,237
		2	43,522
		3	44,807
		4	47,275
		5	50,369
		6	54,784
		7	59,410

Salary Schedule	1991-93 Exp.	Psych. Step	Guide
		1	46,086
		2	47,338
		3	48,590
		4	51,007
		5	53,821
		6	57,628
		7	61,418

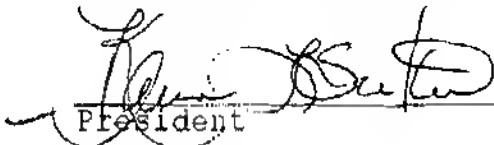
ARTICLE VIII

DURATION OF AGREEMENT

- 8:1 This Agreement shall be effective as of July 1, 1991 and shall continue in effect until June 30, 1993.
- 8:2 In witness whereof, the Association after ratification by its membership has caused this Agreement to be signed by its President and its Secretary and the Board after ratification in public meeting has caused this Agreement to be signed by its President and attested by its Secretary all on the date and year written herewith.

HAMILTON TOWNSHIP LEARNING CONSULTANTS/PSYCHOLOGISTS' ASSOCIATION

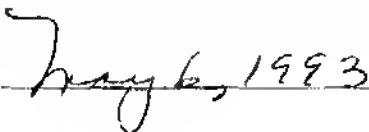
by:


 President

Attest:

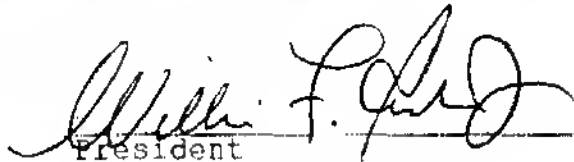

 Vice-President or Recording Secretary

Date:


 May 6, 1993

HAMILTON TOWNSHIP BOARD OF EDUCATION

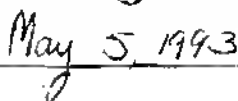
by:


 President

Attest:


 Secretary/Gary Tagliughi

Date:


 May 5, 1993